

ALTA COMMUNITY SCHOOL DISTRICT

2006-2007

MASTER CONTRACT

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This Agreement is entered into this ____ day of _____ by and between the Board of Directors of the Alta Community School District and the Alta Education Association.

The Board of Directors of the Alta Community School District, hereinafter referred to as "Board", recognizes the Alta Education Association, hereinafter referred to as the "Association", as the sole and exclusive bargaining representative as set forth in the Public Employment Relations certification instrument (Case No. 986), which was issued ~~on June 3, 1977. The unit and its members, who are hereinafter referred to as~~ "employees" and described in the certification as:

INCLUDED: All full-time and regular part-time professional personnel including classroom teachers, guidance counselor, librarian, departmentalized teacher: remedial reading teacher, title teacher, vocational homemaking teacher, and vocational agriculture teacher.

EXCLUDED: Superintendent, principals, nurse, athletic director, administrative aide and all others excluded in Section 4 of the Act.

ARTICLE ONE
GRIEVANCE PROCEDURE

- A. A grievance shall mean only a complaint that there has been an alleged violation, misapplication or misinterpretation of any of the specific provisions of this Agreement not specifically excepted from the grievance procedure.
- B. (1) Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures. The Association shall have the right to grieve on matters that affect more than one (1) employee.
- (2) The failure of an employee (or, in the event of an appeal to arbitration, the Association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits however, may be extended by mutual agreement.
- (3) It is agreed that any investigation or other handling or processing of any grievance by the grieving employee shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving employee or of the teaching staff.
- (4) Commencing with Step 3, the grievant shall have the right to representation by local member of the Association.
- C. (1) First Step
An attempt shall be made to resolve any grievance in informal, verbal discussion between grievant and his/her principal.
- (2) Second Step
If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing, and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within fourteen (14) calendar days from the date of occurrence of the event giving rise to the grievance or when it shall reasonably have been ascertained. The principal shall make a decision of the grievance and communicate it in writing to the employee, the Superintendent and a designated member of the Association within seven (7) calendar days after receipt of the grievance.

(3) Third Step

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee shall file, within seven (7) calendar days of the principal's written decision at the second step, a copy of the grievance with the Superintendent. Within seven (7) calendar days after such written grievance is filed, the aggrieved and Superintendent or his/her designee shall meet to resolve the grievance. This person shall not be the same person involved at the second step of the procedure. The Superintendent or his/her designee shall file an answer within seven (7) calendar days of the third-step grievance meeting and communicate it in writing to the employee and principal.

(4) Fourth Step

If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial, binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the grieving employee to the Superintendent within fourteen (14) calendar days from receipt of the Step 3 answer to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two (2) parties within seven (7) calendar days after said notice is given. If the two (2) parties fail to reach agreement on an arbitrator within seven (7) days, the American Arbitration Association will be requested to provide a panel of seven (7) arbitrators. Each of the two (2) parties will alternately strike one (1) name at a time from the panel until only one (1) shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be binding on the parties.

Expenses for the arbitrator's service shall be born equally by the school district and the Association.

When a grievance is submitted on or after June 1st, time limits shall consist of all week days, so that the matter may be resolved before the close of the school term or as soon as possible thereafter.

If a grievance is filed prior to the end of the contract term it will be processed under the terms of this Article even though the contract expires to the time the grievance is settled or submitted to binding arbitration.

ARTICLE TWO

LEAVES

A. Sick Leave

- (1) Employees will be allowed sick leave for temporary illness and disability including pregnancy, as follows:

Thirteen (13) days sick leave for the first (1st) year to any employee new in the system. The schedule for sick leave each consecutive year for all teaching personnel until the maximum of one hundred (100) days is reached will be as follows;

1st year of employment.....	13 days
2nd year of employment	12 days
3rd year of employment	12 days
4th year of employment	13 days
5th year of employment	14 days
6th and subsequent years	15 days

- (2) Employees shall be given a copy of a written accounting of accumulated sick leave days no later than September 20th of each school year.
- (3) An employee who is unable to work because of personal illness or disability and who has exhausted all sick leave available shall be granted a leave of absence without pay for the duration of such illness or disability through the end of the school year.
- (4) An employee shall notify the Superintendent as soon as the necessity for taking sick leave becomes known to the employee. In addition, the employee shall return to work when released for work by the treating doctor. The employee shall keep the Superintendent advised of the expected date of return to work.
- (5) Sick Leave Pool: The sick leave pool is a voluntary pool for all certificated staff members who are under contract with the Alta Community School District. The purpose of the pool is to provide sick leave benefits to those employees who incur a prolonged illness or injury and have exhausted their sick leave days.

Membership and Eligibility

Employees who meet the following requirements will be eligible to participate in the sick leave pool:

1. The employee is certificated and under contract with the Alta Community School District.

2. The employee chooses to join the sick leave pool by contributing one day of sick leave prior to October 1, 2003. The Annual contribution by a member may not exceed one day.
3. The option to join the sick leave pool will be available between the first contractual date of a new school year and October 1 of the same year.
4. Employees who have met all the requirements will be eligible to draw from the pool.

Administration of the Pool:

The sick leave pool shall be administered by a five-member committee: two members appointed by the Association; the superintendent of schools; a principal appointed by the superintendent; and a school board member appointed by the Board President. The primary purpose of the committee will be to receive and act upon application from members to use sick leave days available in the pool.

Rules and Regulations

After the sick leave pool committee is formed, the members will meet to develop its operating rules and regulations.

Maximum

The maximum number of days accumulated from employee annual contributions will be 100 days.

B. Personal Leave

Each employee may request two (2) days of Personal Leave at full pay. The request shall be made to the Superintendent at least three (3) days in advance of the day requested for leave except in the case of emergency. The day may not be used to extend a vacation or holiday and may not be used during the first (1st) week or last week of school. The District may restrict this leave to two (2) employees per day per building. At the end of each contract year an employee will be paid forty dollars (\$40.00) for each unused personal leave day. An employee will also be allowed to carry over one unused personal leave day to the following year, the maximum number of personal leave days in any year will be three.

C. Professional Leave

A professional leave shall be administered by the Superintendent or his/her designee. All professional leave approved shall be subject to approval of the Superintendent or his/her designee. The professional leave shall be administered as follows:

1. The school vehicles will be available for many meetings, but if they are not, then mileage will be paid at the rate as established by the Iowa legislature and set forth in Section 18.117 of the Iowa Code, as amended. It is expected that a school vehicle will be used whenever available. If a school vehicle is available but an employee prefers to drive his/her own car then one-half (1/2) the established rate will be reimbursed. Mileage

and meal consideration should be considered for evening meetings over seventy-five (75) miles from Alta but mileage only for meetings of less than seventy-five (75) miles. Registration fees and costs of banquet meals should be turned in when requesting reimbursement.

2. A maximum of twenty-five dollars (\$25.00) per day will be allowed for food. Receipt for meals should be turned in when requesting reimbursement.
3. Reimbursement for lodging at the single room rate should be made for meetings that required more than one (1) day's attendance. Lodging receipts must be turned in when requesting reimbursement.
4. Professional leave will not normally be granted:
 - a. The first (1st) two (2) weeks of school;
 - b. The last two (2) weeks of school;
 - c. One (1) week prior to end of first (1st) semester;
 - d. One (1) week following end of first (1st) semester.
5. Employees should not expect to be absent from their classrooms more than three (3) days; a maximum of five percent (5%) or nine (9) days may be allowed in exceptional cases such as those holding national or state offices. Days taken at the request of the administration shall not be counted under this paragraph.
6. Requests to serve on an NCA or State Department visitation team will be considered on an individual basis; items such as the size and location of the school making the request and the number of visitation committees that the individual making the request has served on previously are items that will be considered.
7. Permission to attend meetings should not be considered automatic but must be cleared through the Superintendent at least two (2) days prior to commitment. However, the Superintendent would appreciate requests being made as far in advance as possible. Requests should be made out in duplicate and given to one's principal.
8. A written report may be made to the Superintendent upon returning from meetings. It is hoped that reports on department meetings would be written in such a way that they would be of value to those in the department who did not attend.

D. Jury Duty Leave

Upon request to the Superintendent's office, employees in the school system may be excused for jury duty. Any fees or remuneration other than expense reimbursement which the employee receives shall be turned over to the Alta Community School District.

E. Emergency Leave

Four (4) days of non-accumulative emergency leave may be granted each year, which includes but is not limited to immediate family illness. The immediate family shall include spouse, children, parents, in-laws, brothers and sisters. When emergency leave is exhausted, up to four (4) accumulated sick leave days could be used to receive two additional days of leave for family illness. Additional emergency leave may be granted for serious illness or disability in the immediate family by the Superintendent.

F. Bereavement Leave

Up to five (5) days of leave may be granted at any time in the event of death of an employee's spouse, mother, father, son or daughter. Up to three (3) days of leave may be granted in the event of death of a brother, sister, son/daughter-in-law, mother/father-in-law, sister/brother-in-law, aunts, uncles, and any other member of the immediate household. In the event of the death of an employee or student in the school district the principal or immediate supervisor of said employee or student may grant the appropriate number of employees sufficient time to attend the funeral. The Superintendent may grant at his/her discretion up to one (1) day of bereavement leave in the event of the death of a friend or relative outside the employee's immediate family as defined above. The Superintendent may grant additional leave at his/her discretion.

G. Association Leave

Association leave may be granted to one (1) person for two (2) days to attend the delegate assembly of the Iowa State Education Association. The Association shall reimburse the school district for the cost of the substitute.

H. Dental/Medical Leave

Employees shall be granted 3:30 p.m. dismissal in the event of dental/medical appointments necessitated by established medical office hours. Employees requiring such dismissal shall notify the principal two (2) days in advance, except in cases of emergency.

I. Family and Medical Leave Act

The provisions of the Family and Medical Leave Act (FMLA) are hereby incorporated into this Agreement by reference. This inclusion shall in no way reduce or adversely impact any other provisions of this Agreement.

ARTICLE THREE
EMPLOYMENT TERM

- A. Employees shall be contracted for a school year on the basis of one hundred ninety (190) days. Certain employees may be contracted beyond one hundred ninety (190) days, and such employees shall not have less than master contract benefits for the one hundred ninety (190) days.
- B. Holidays shall be Labor Day, Thanksgiving, Christmas, New Year's Day, and the Monday after Easter.
- C. The work day shall be 8:00 a.m. to 4:00 p.m. except on Fridays and days prior to holidays and vacations when the day shall be fifteen (15) minutes after pupil dismissal time. Employees shall be available for staff meetings that may be called prior to 8:00 a.m. and extend after 4:00 p.m., but such staff meetings shall be with twenty-four (24) hour prior notice to the staff. These meetings shall not extend the day more than one (1) hour. Teachers shall be excused fifteen (15) minutes after pupil dismissal time when school is closed due to adverse weather conditions unless special staff meetings or in-service meetings are called. The beginning and ending time for the employees' eight hour contract day may be adjusted by the building principal.

ARTICLE FOUR

EVALUATION PROCEDURE

- A. Within two (2) weeks after the beginning of the employee term the building principal or appropriate supervisor shall explain at a group meeting to the employees the evaluation procedures and advise those in attendance as to the designated supervisor who will observe and evaluate. No evaluation shall take place until such orientation has been completed.
- B. All new employees to the system shall be evaluated during the first (1st) nine (9) weeks of the school year. Said evaluations shall be done by the employee's principal or immediate supervisor. A second evaluation shall be done after the first (1st) nine (9) weeks. A follow-up conference between the employee and evaluator/administrator shall be held within five (5) days of the evaluation.
- C. All non-probationary employees shall be formally evaluated at least once every three years. A three year cycle will be established to divide all continuing employees into three groups. One-third will undergo a comprehensive evaluation the first year, one-third the second year and the final third the third year. All probationary teachers will participate in a comprehensive evaluation each year until non-probationary employment status is established. The former probationary teachers will then fit into the three year cycle. A follow-up conference between the employee and evaluator/administrator shall be held within five (5) days of the evaluation.

During the off years of the three year cycle, the principal and teacher will agree on a list of two or three goals or job targets that would be accomplished during the academic year.
- D. Any written evaluation shall be submitted to the employee for the employee's signature prior to including the evaluation in the permanent records of the employee. Signing by the employee shall not indicate agreement with the evaluation but merely receipt of a copy thereof. The employee shall have a right to have a written response to the evaluation which shall be kept in the permanent file. Areas and methods of improvement shall be discussed at the conference following the formal evaluations referred to in paragraphs B and C above.
- E. In addition to the formal evaluations, the administration may evaluate by informal observation.
- F. Evaluation procedures shall include evaluation in the areas that include but shall not be limited to, the following: professional relationship, behavior and attitude, educational practices and procedures, organization of subject matter, and classroom management.
- G. The result of the evaluation is a non-grievable item under this contract; however, the evaluation procedure is grievable under the contract.

ARTICLE FIVE

TRANSFER PROCEDURES

- A. Transfer shall be defined as a change in grade level, a change in building assignment or a change in subject matter area of teaching. The term subject matter area shall be broadly interpreted. Extra-curricular assignments shall not be subject to the transfer procedure.
- B. The District will offer an internal posting/notification to current employees of any positions open in the district five (5) days prior to advertising the position for outside hire. An employee who wishes to transfer into the position shall apply for such transfer within five (5) school days of the posting. That employee(s) will be granted a meeting with the principal and the Superintendent. If the employee(s) is not granted the transfer, he/she shall be notified in writing of the reasons for denial. This shall be done before any interviews of outside applicants are done. This procedure shall apply to positions opened during the regular school year. Summer vacancies will be reported to the Association president for distribution to the Association membership. The window for meeting prior to outside interviews will apply only through the first Monday in July. After that date, the District may interview outside candidates at any time without respect to Transfer time lines. However, voluntary transfers will still be afforded their meeting and response if denied.
- C. In the event that the Superintendent determines that involuntary transfers are necessary the Superintendent shall give written notice to the affected employees by March 1st, and shall meet with the employee to discuss the reasons. In the event of an administrative need arising after March 1st, written transfer notice shall be delivered as soon as practicable. A meeting between the administration and the affected employee shall take place as soon as the employee and the Superintendent are available for the meeting.
- D. In the event of an involuntary transfer the employee shall have thirty (30) days after the written notice is delivered to resign from the staff without penalty.
- E. Notice of vacancies shall be posted in the teacher lounges when the administration is advised that a person is resigning.

ARTICLE SIX
STAFF REDUCTION PROCEDURES

When, in the sole exclusive and final judgment of the Board of Education, decline in enrollment, reduction of program or any other reason requires reduction in staff, the administration shall attempt to accomplish same by attrition. In the event necessary reduction in staff cannot be adequately accomplished by attrition given the necessity to hire and/or maintain the most competent and qualified staff available in the interests of perpetuating the highest quality education program possible, the administration shall base its decision as to resulting contract renewals on the relative skill ability, seniority, competence and qualifications of available employees to do the available work.

ARTICLE SEVEN

INSURANCE

- A. For 2006-2007, the District shall provide each employee with single health insurance. The employee may elect to have the family coverage with the same group plan. The Board shall contribute five thousand five hundred and ninety four dollars and forty cents (\$5,594.40) per year towards the employee's health insurance choices. Insurance coverage during the contract year will begin on July 1 and continue through June 30. All employees must take the single insurance. The employee may apply the excess over single insurance towards the family premium or have it paid out in June.

Employees who were taking TSA option for insurance during 2001-2003 school year may continue to do so until such time they end their employment with the District, change their participation from the level selected in 2001-2003, or this provision is amended to the collective bargaining process. The provisions applicable during 2001-2003 will continue to apply to those employees.

(Note: The \$5,594.40 figure included in paragraph A of Article Seven is based on the ISEBA \$750/\$1500 plan with a prescription co-pay of \$10/\$25/\$40: 60793-125 health; ~~64296-36~~ drug.)

- B. The District or its designee shall provide and administer an IRS Section 125 plan for all covered employees. The District or its designee will notify all employees of enrollment timelines, procedures and eligible benefits in a timely manner so that each employee may have adequate opportunity to choose the degree of his/her participation. The plan shall include all allowable pre-tax deductions pursuant to the Internal Revenue Service Code.

The District will pay the cost of the annual flat fee and the annual enrollment fee per eligible employee under the section 125 plan. The District will pay the check charge of the third party administrator for any checks totaling more than two hundred dollars (\$200.00). The employee will pay the check charge drawn on their account amounting to two hundred dollars (\$200.00) or less.

- C. Employees on non-paid leave may continue in the insurance group so long as this is acceptable to the insurance carrier, though all costs of this coverage shall be paid by the employee.
- D. Health and major medical insurance coverage will be offered to those teaching less than full-time, but at least half time (50%) with premium being pro-rated according to the percentage of teaching time.
- E. Each full-time employee shall be provided a twenty thousand dollar (\$20,000.00) term life policy.
- F. Each full-time employee under the age of sixty-five (65) years shall be provided a long-term disability policy selected by the Board.

ARTICLE EIGHT

SALARY

- A. The salary of each employee covered by the regular salary schedule is set forth in Schedule "A", which is attached hereto and made a part thereof.
- B. The Board reserves the right to pay above the basic schedule to obtain or keep specifically qualified employees.
- C. The hours earned for satisfying the Department of Education minimum of six (6) hours in five (5) years shall be graduate credit hours. All teachers making a change on the salary scale as a result of additional hours, or an advanced degree, must first notify the Superintendent of schools of their intention at contract time and must have their official transcript showing completion on file by September 1st.
- D. Contracts will be issued in accordance with state law and be due back in the Superintendent's office in accordance with state law and that after signature by the said teacher, resignation for any cause other than physical or medical disability as certified by a competent physician must be tendered in writing and accompanied by a payment of one hundred dollars (\$100.00); after June 15th the payment shall be two hundred fifty dollars (\$250.00); and that after July 15th the payment shall be five hundred dollars (\$500.00). After receipt of the written request and payment, the Board of Education will then act on the tendered resignation. It is further agreed that no resignation shall be considered until the teacher has taught in the Alta Community School District for a period of one (1) year.
- E. Teachers new to the school system, either experienced or inexperienced, are considered to be on probation for a period of time in accordance with state law.
- F. Hours of credit for educational lane advancement shall be graduate hours earned within the teacher's teaching field or in an area that has received prior approval by the administration.
- G. Physical Examination: The Board shall require each employee to file with it at the beginning of service and at three year intervals thereafter, a written medical report of a physical examination, to include a chest x-ray or intradermal skin test, by the licensed physician who has performed said examination. The form will be provided by the school district. The Board shall reimburse the employee up to \$30 for the expense of the physical that is in excess of insurance coverage. An employee may be required to have a physical examination or the TB test more often at the discretion of the Board.
- H. Curriculum Guides: Assisting to build a curriculum guide is accepted as part of each teaching assignment.

- I. *School on Saturday: Should it be necessary to hold classes on a Saturday all school personnel will accept this change as part of their contract.*
- J. If an employee is assigned to cover another bargaining unit member's class responsibilities or duties due to an absence for any reason, he/she shall be reimbursed \$12.00 per hour for the time covering the absence.

ARTICLE NINE
SUPPLEMENTAL PAY

- A. Employee participation in certain extra curricular activities shall be compensated entirely according to the rate of pay and job description on Schedule B, including years of comparable past activity experience, which is attached hereto and made a part thereof. Placement upon the schedule will be monitored by the Association. These duties shall require additional work beyond the base time of 8:00 a.m. to 4:00 p.m.
- B. It is understood and agreed that in addition to teaching duties and supplemental pay duties, the employees shall perform some additional duties that shall not involve additional compensation.
- C. It is understood and agreed that elementary teachers who are required to eat noon lunch with their students will receive a free lunch.
- D. A teacher may be assigned up to four (4) extra duty assignments per school year in exchange for an activity pass for the employee and spouse. It is our understanding that these assignments will not be made for the sake of having the teachers work four (4) duties.

A teacher may request to have their assignments exchanged for a legitimate reason, e.g. from basketball to football because of health. Teachers may exchange assigned duties among themselves, however, they shall notify their building principal of the change. When a teacher works more than four (4) assigned duties they will be paid ten dollars (\$10.00) per event.

Bus Chaperon and stage duty, payable ten dollars (\$10.00) per evening, will be on a voluntary basis or selection by lot and will not count as an assigned duty. Payment will be included in their regular pay check.

ARTICLE TEN
PHASE MONIES

Phase 1 and 2 monies are incorporated into the Salary Schedule A of this Agreement. If the Phase 1 and Phase 2 monies are reduced or increased, the salary schedule shall be adjusted dollar for dollar. If by legislative action, the Phase 1 and Phase 2 monies are added to the formula, or otherwise incorporated into District funds, this shall not be deemed a reduction in those monies, and such monies shall remain in Salary Schedule A.

ARTICLE ELEVEN
DUES AND DEDUCTION

Any employee, who is a member of the Association or who has applied for membership, may sign and deliver to the Board or its designee an assignment authorizing payroll deduction of organizational dues. The Association agrees to indemnify and hold harmless the Board, each individual Board member, Board employees, and all administrators against all claims, costs, suits, or other forms of liability and all court costs arising out of payroll deduction of dues.

ARTICLE TWELVE
ASSOCIATION RIGHTS

- A. The Association shall have the right to use the building and equipment of the District to conduct Association business so long as the Association has obtained the prior permission of the Superintendent.
- B. The Association shall have the right to post Association business matters on the bulletin board in the faculty lounge.
- C. The Association shall have the right to use the District mail system for distribution of Association materials.

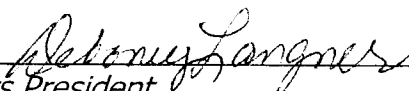
ARTICLE THIRTEEN


DURATION PERIOD

This Agreement shall be effective July 1, 2006, and shall continue in effect until June 30, 2007.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon all on the _____ day of _____ 2006.

ALTA EDUCATION ASSOCIATION

By 
Its President

By 
Its Chief Negotiator

ALTA COMMUNITY SCHOOL DISTRICT

By 
Its President

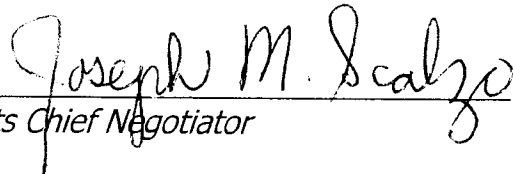
By 
Its Chief Negotiator

EXHIBIT A **2006-2007 SALARY SCHEDULE**

ALTA COMMUNITY SCHOOL DISTRICT SALARY SCHEDULE - 2006-2007

STEP	LANE I		LANE II		LANE III		LANE IV		LANE V		LANE VI		Lane VII	
=====														
	B.A.		B.A.+15		B.A.+30		M.A.		M.A.+15		M.A.+30		M.A.+45	
=====														
01	26925		28002		29079		30156		31233		32310	0	33387	
02	28002	2	29079		30156		31233		32310		33387		34464	
03	29079	2	30156		31233		32310		33387		34464		35541	
04	30156		31233		32310		33387		34464		35541		36618	
05	31233	2	32310	0.88	33387		34464	1	35541		36618		37695	
06	32310	2	33387		34464		35541		36618		37695		38772	
07	33387	4	34464	2	35541		36618	2	37695	1	38772		39849	
08	34464	2	35541	1	36618		37695		38772	1.7	39849		40926	
09	35541		36618		37695		38772		39849		40926		42003	
10	36618	1	37695	2	38772	2	39849		40926		42003		43080	
11			38772	2	39849	1	40926	1	42003		43080		44157	
12					40926	8	42003		43080	1	44157		45234	
13				4			43080	2	44157		45234		46311	
14									45234	2	46311	1	47388	
15											47388		48465	
													49542	
=====														
Total \$	480342		445724		444801		234786		237155		46311	0	1893463	
#Teachers	15		11.88		11		6.0		5.7		1.0	0.0	50.58	
FICA	IPERS				DISABILITY	&	T. LIFE		HOSP/ANNUITY		G.TOTAL			
144850	108874				0		4538		279720		2431445			
Extended Contracts:	4344													

Teachers who have been at the top of a specific lane at least one year shall receive a career pool payment of one thousand two hundred dollars (\$1,200) in addition to the salary schedule figure at the top step of the lane.

EXHIBIT B
2006-2007 SUPPLEMENTAL
SCHEDULE

ALTA COMMUNITY SCHOOL - SCHEDULE B - 2006-2007									
Activities	Per	Yrs		Per	Yrs		Per	Yrs	
	Cent	Exp		Cent	Exp		Cent	Exp	
BASE	23000	1-2		3-4-5			6 & 6+		TOTAL \$\$
H. Football	10.0	2300		12.0	2760		13.5	3105	1 3105
Ass't Football	7.0	1610		9.0	2070	1	10.5	2415	2 6900
JH Football	4.5	1035	1	5.0	1150		6.0	1380	1 2415
Ass't JH Football	3.0	690		4.0	920		5.0	1150	0
Volleyball	10.0	2300		12.0	2760		13.5	3105	1 3105
Ass't Volleyball	7.0	1610		9.0	2070		10.5	2415	2 4830
JH Volleyball	4.5	1035	1	5.0	1150		6.0	1380	1 2415
H. Basketball	10.0	2300		12.0	2760	1	13.5	3105	1 5865
Ass't V. Basketball	7.0	1610	1	9.0	2070		10.5	2415	2 6440
JH Basketball	5.0	1150	1	6.0	1380		7.0	1610	2 4370
Ass't JH Basketball	4.0	920		5.0	1150		6.0	1380	0
Wrestling	10.0	2300	1	12.0	2760		13.5	3105	2300
Ass't V. Wrestling	7.0	1610	1	9.0	2070		10.5	2415	1610
JH Wrestling	5.0	1150		6.0	1380		7.0	1610	1 1610
CrossCountry	5.0	1150		6.0	1380		7.5	1725	1 1725
H. Track	8	1840		9	2070	1	10.5	2415	1 4485
Ass't Track	5.0	1150		6.0	1380		7.5	1725	2 3450
JH Track	4.5	1035	2	5.0	1150		6.0	1380	2070
Ass't JH Track	3.0	690		4.0	920		5.0	1150	0
Baseball	10.0	2300		12.0	2760		13.5	3105	1 3105
Ass't Baseball	7.0	1610		9.0	2070	2	10.5	2415	4140
Softball	10.0	2300		12.0	2760	1	13.5	3105	2760
Ass't Softball	7.0	1610	1	9.0	2070		10.5	2415	1610
Golf	4.0	920	1	5.0	1150		6.5	1495	1 2415
Inst. Music									0
Sr. High	9.0	2070		10.0	2300		11.0	2530	1 2530
Jr. High	4.0	920		5.0	1150		6.0	1380	1 1380
Elem	3.0	690		4.0	920		5.0	1150	0
Vocal Music									0
Jr.Sr. High	9.0	2070		10.0	2300		11.0	2530	1 2530
Elem	3.0	690		4.0	920		5.0	1150	
Speech	9.0	2070		10.0	2300		11.0	2530	1 2530
Plays	3.0	690		4.0	920		4.0	920	1 920
Musicals	4.0	920		6.0	1380		6.0	1380	1 1380
Ass't Musical	2.0	460		3.0	690		4.0	920	0
Activities	Per	Yrs		Per	Yrs		Per	Yrs	
	Cent	Exp		Cent	Exp		Cent	Exp	
BASE	23000	1-2		3-4-5			6 & 6+		TOTAL \$\$
Annual	6.0	1380		7.0	1610	1			1610
Newspaper	4.0	814		5.0	1017				
Concessions	4.0	814		5.0	1017				
Cheerleading	4.0	920	3	5.0	1150				2760
Drill Team	4.0	920		5.0	1150	1			1150
HS Chaperone	4.0	920		5.0	1150				
JH Chaperone	1.0	230		2.0	460				
FHA Advisor	2.0	460		3.0	690	1			690
FFA Advisor	2.0	460		3.0	690	1			690
Intrumurals									
9&10 Class Sponsor	1.2	276	2						552
11&12 Class Sponsor	2.75	633	2						1265
Prom Chairman	2.0	460	1						460
Student Council Dir	2.0	460	1						460
Extra Duties	2.0	460							
Driver's Education	\$145 per student (45 STUDENT AVG)								0
Track Meet Director		200	3						600
After Prom		200	1						200
									92432
							IPERS		12386
									104818

Driver education will be paid at the rate of one hundred forty dollars (\$140.00) per student with an additional increase of five dollars (\$5.00) per student per year. The employee who accepts the driver education responsibility will sign a contract unless ineligible to do so.

The stipend for speech on exhibit B may be split in 2006-2007 provided that the split stipends do not exceed the amount on exhibit B for the speech responsibility.